Introduction

The aim of Diversity Week is to actively promote mutual appreciation and inclusiveness – highlighting and showcasing the many and varied communities and customs in Fife – from well-known Scottish traditions to newer cultural and social interests.

Diversity Week, a stand-alone, Fife-wide programme of events and activities, was previously planned and organised by Fife Council’s Equalities Unit. In 2015, this responsibility was passed to Fife Centre for Equalities.

Fife Centre for Equalities (FCE) is delighted to co-ordinate the programme of Diversity Week Fife for a third year. Previously, FCE themed the Diversity Week as ‘Making Our Voices Heard’ and ‘Modern Families’. This year FCE decided to make this year’s theme as ‘Sustainable Inclusion’.

Why are we promoting sustainable inclusion this year?

Sustainable Inclusion is about an ongoing concerted effort to remove some of the entrenched barriers in our society that prevent individuals participating fully in education, economy or civic engagement.

As we are becoming more aware of the different needs of our increasingly diverse communities, we need to change the way we think, talk, and act to make sure every individual has the best chances to have a rich and full life.

What happened during Diversity Week Fife 2017?

Every event in this year’s programme was designed to highlight a specific aspect of Sustainable Inclusion. We held events in each of the seven localities in Fife, enabling Fifers to be more involved in issues that are prevalent in their locality. We also actively encouraged people to attend events out of their own locality to visit parts of Fife that they have not been before.

Full coverage

Please visit Diversity Week Fife Facebook page for photos of all events held during the Diversity Week. https://www.facebook.com/DiversityWeekFife/
<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
<th>Venue</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day One</td>
<td>FCE Annual Gathering and Sustainable Development Seminar</td>
<td>Windmill Community Campus, Windmill Road, Kirkcaldy KY1 3AL</td>
<td>10:00 to 16:00</td>
</tr>
<tr>
<td>Day Two</td>
<td>Safer Communities for All</td>
<td>Morrison’s, Main Street, Cowdenbeath KY4 9QW</td>
<td>11:00 to 13:00</td>
</tr>
<tr>
<td>Day Three</td>
<td>Open Data Workshop</td>
<td>Auchmuty Learning Centre, 81 Alexander Road, Glenrothes KY7 4EF</td>
<td>13:00 to 15:00</td>
</tr>
<tr>
<td>Day Four</td>
<td>‘Talk to Young People about Equality’ Workshop</td>
<td>New Volunteer House, 16 East Fergus Place, Kirkcaldy KY1 1XT</td>
<td>18:00 to 21:00</td>
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<tr>
<td>Day Four</td>
<td>Recruitment Fayre</td>
<td>Methil Community Learning Centre, Bowling Green Street, Methil, Leven KY8 3DH</td>
<td>10:00 to 12:00</td>
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<tr>
<td>Day</td>
<td>Date</td>
<td>Event</td>
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<td>-----------------------------------------------</td>
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<tr>
<td>Day Five</td>
<td>Friday 08</td>
<td>Planning in Action</td>
<td>County Building, Cupar, St Catherine Street, Cupar KY15 4TA</td>
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<tr>
<td>Day Six</td>
<td>Saturday 09</td>
<td>Family Health and Wellbeing Fun Day</td>
<td>High Valleyfield Social Club, 4 Kinloss Court, Valleyfield, Dunfermline KY12 8RT</td>
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<tr>
<td>Day Seven</td>
<td>Sunday 10</td>
<td>Diversity Gala</td>
<td>Dunfermline High Street, Dunfermline KY12 7DL</td>
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</table>

Contact Fife Centre for Equalities if you would like to get involved in Diversity Week 2018!

Fife Centre for Equalities  
New Volunteer House  
16 East Fergus Place  
Kirkcaldy KY1 1XT  
(T) 01592 645 310  
(E) info@centreforequalities.org.uk  
(W) www.centreforequalities.org.uk

Charity Number: SC046683 Company House Number: SC536028
Evaluation

DAY ONE

FCE Annual Gathering and Sustainable Development Seminar

*Windmill Community Campus, Windmill Road, Kirkcaldy KY1 3AL*

**Programme**

10:00   Registration / Tea & Coffee
10:30   Welcome – Dave Davies, Vice Chair, FCE
10:45   Keynote Address:
        Cllr Judy Hamilton, Convenor of Community and Housing Services Committee, Fife Council
11:00   Past Year’s Achievements – Nina Munday, Manager, FCE
11:15   Comfort break
11:30   Launch of Fife Equality Recognition Scheme – Elric Honoré, Development Officer, FCE
11:45   Regeneration of Equalities Participation Network – Pat Greenhough, Engagement Officer, FCE
12:00   Lunch
13:00   Start of Sustainable Development Seminar
        Welcome – Nina Munday, Manager, FCE
13:15   Sustainable Development Goals in Scotland – Paul Bradley, Project Co-ordinator, SCVO
14:00   What are future cities? – Donagh Horgan, Research Consultant, Institute for Future Cities
14:15   Roundtable Discussion
15:00   Plenary Session
15:15   Closing remarks
15:30   End of Seminar

**Attendance**

<table>
<thead>
<tr>
<th>Total Number of Participants:</th>
<th>40</th>
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<tbody>
<tr>
<td>Number of evaluation and equal opportunities forms returned:</td>
<td>12</td>
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<tr>
<td>% of women and % of men:</td>
<td>67% and 33%</td>
</tr>
<tr>
<td>Age span:</td>
<td>30 to 81</td>
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<tr>
<td>Have a health condition or disability:</td>
<td>42%</td>
</tr>
<tr>
<td>Ethnicity:</td>
<td></td>
</tr>
<tr>
<td>White Scottish</td>
<td>50%</td>
</tr>
<tr>
<td>Irish</td>
<td>8.5%</td>
</tr>
<tr>
<td>White Other British</td>
<td>33%</td>
</tr>
<tr>
<td>Mixed</td>
<td>8.5%</td>
</tr>
<tr>
<td>Religion:</td>
<td></td>
</tr>
<tr>
<td>Church of Scotland</td>
<td>16.5%</td>
</tr>
<tr>
<td>Christianity Other</td>
<td>25%</td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>16.5%</td>
</tr>
<tr>
<td>No Religion</td>
<td>42%</td>
</tr>
<tr>
<td>Sexual Orientation:</td>
<td></td>
</tr>
<tr>
<td>Heterosexual/Straight</td>
<td>67%</td>
</tr>
<tr>
<td>Gay Man</td>
<td>17%</td>
</tr>
<tr>
<td>Have caring responsibilities:</td>
<td>33%</td>
</tr>
</tbody>
</table>
Marital Status:
Married 67%  Single 8%  Divorced 25%

Employment Status:
Retired 33%  Self-employed 8%  Employed Full-Time 42%
Employed Part-Time 17%  Looking after the home or family 8%

Feedback

What people most enjoyed:
“Sustainable development talk. Chance to meet people from other organisations.”
“Being able to network with others and share ideas etc. Hearing about all that FCE do etc.”
“Excellent venue and food. Lots of information better understanding what FCE does.”
“Sustainable Development Goals.”

“Thank you - really good speakers. Great stands and displays.”

“The launch of Equality Pathfinders Scheme and the benefits of organisations. Paul
Bradley - excellent! 'Food for thought' (He should visit all organisations! - and provide
support to help them integrate the SDG’s into their strategies.) :-) Donagh Hogans
presentation - fascinating worth the wait!”

“Future cities - this underpinning the session.”

Suggestions on what FCE could have done to make this event better:

“Discussion on 'ideal village' became a wish list; not too a practical task.”

“The brightness on the screen could have been better to see the PowerPoint however
the speakers were good at reading out what was on their presentation.”

“Seating could have been more inclusive, groups scattered. Screen hard to make out
all items, lights nearest to screen to be turned off.”

“Personal sheets to work on rather than one per table.”

“Made the event accessible on line - live or squeezed it into a morning, finishing with
lunch around 1pm with discussion.”

“Sound system had too much echo.”
DAY TWO
Safer Communities for All
*Morrison’s, Main Street, Cowdenbeath KY4 9QW*

We spent a couple of hours working in partnership with the Safer Communities Team and Police Scotland to take the community safety message to people.

The Community safety team and Police Scotland chatted to people in Morrison’s Cowdenbeath about home and personal safety.

AL Anon stall provided advice and guidance to the community. We couldn’t feature the ladies from AL-Anon due to the confidential service they provide so Lewis, kindly stepped in for them.

**What people said**

“It’s nice to see the information being given to us this way instead of having to attend a special event”

“We should hold more of these information sessions in larger supermarkets”

“Thank you for the information, I didn't realise there was so much available”

“Thanks for letting us come along and promote our work”
DAY THREE
Open Data Workshop
Auchmuty Learning Centre, 81 Alexander Road, Glenrothes KY7 4EF

Programme
13:00 Introductions
13:10 Presentation 1: Open Government Pioneers (SCVO / Scottish Government)
13:40 Participatory Budgeting in Leslie: (Fife Council)
14:10 Presentation 2: Open Gov in Civil Society (FCE)
14:30 Next steps: Piloting a Fife Open Gov group?
15:00 Close

7 people attended this workshop representing the following organisations.
• Fife Council CLD
• Fife Voluntary Action
• Fife Centre for Equalities
• Beside the Norm Podcast
• People First

Feedback

Chart Title

- Participant 1
- Participant 2
- Participant 3
- Participant 4
- Participant 5
- Participant 6
- Participant 7
The participants found the event “interesting” in majority, followed by “informative” and with discussions being “good”. The main outcome was to create a platform for more people to get involved in developing an open government movement that works for voluntary, third sector and civil society groups.

Comments / quotes:

“Was good to have a small group to be able to discuss a bit more of what is relevant to us”

“I liked finding out what it’s actually about. Big words like Participatory Budgeting and Open Government just put me off. I got a better idea now what people are trying to do with PB etc”

“Had no idea there was all these groups across Scotland”
DAY THREE
‘Talk to Young People about Equality’ Workshop
New Volunteer House, 16 East Fergus Place, Kirkcaldy KY1 1XT

Programme
18:00 Welcome and Expectations
18:15 My precious
18:30 Flag Game
18:40 Equality Quiz
19:00 Comfort break
19:15 Discussion cards
20:00 Equality Act 2010 – how is this relevant to me?
20:30 Personal actions
20:45 Evaluation
21:00 End of Session

Attendance

<table>
<thead>
<tr>
<th>Total Number of Participants:</th>
<th>9</th>
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<tbody>
<tr>
<td>Number of evaluation and equal opportunities forms returned:</td>
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<td>% of women and % of men:</td>
<td>78% and 22%</td>
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<tr>
<td>Age span:</td>
<td>19 to 66</td>
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<td>Have a health condition or disability:</td>
<td>0%</td>
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<tr>
<td>Ethnicity:</td>
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<tr>
<td>White Scottish</td>
<td>89%</td>
</tr>
<tr>
<td>Religion:</td>
<td></td>
</tr>
<tr>
<td>Church of Scotland</td>
<td>22%</td>
</tr>
<tr>
<td>No Religion</td>
<td>78%</td>
</tr>
<tr>
<td>Sexual Orientation:</td>
<td></td>
</tr>
<tr>
<td>Heterosexual/Straight</td>
<td>89%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>11%</td>
</tr>
<tr>
<td>Have caring responsibilities:</td>
<td>22%</td>
</tr>
<tr>
<td>Marital Status:</td>
<td></td>
</tr>
<tr>
<td>Married</td>
<td>11%</td>
</tr>
<tr>
<td>Single</td>
<td>67%</td>
</tr>
<tr>
<td>Divorced/Separated</td>
<td>22%</td>
</tr>
<tr>
<td>Employment Status:</td>
<td></td>
</tr>
<tr>
<td>Retired</td>
<td>11%</td>
</tr>
<tr>
<td>In Further/Higher Education</td>
<td>22%</td>
</tr>
<tr>
<td>Employed Full-Time</td>
<td>22%</td>
</tr>
<tr>
<td>Employed Part-Time</td>
<td>22%</td>
</tr>
<tr>
<td>Unemployed and seeking work</td>
<td>22%</td>
</tr>
</tbody>
</table>
Participants were asked to score their own knowledge before and after the workshop. Prior to the workshop, one participant scored their own knowledge at 5 out of 5, three at 4, one at 3, two at 2 and two at 1.

After the workshop, all nine participants scored their knowledge on the subject as 5 out of 5. This marked a significant improvement of their knowledge as a result of this workshop.

Other Comments:

“Very useful & enjoyable course. Will recommend to colleagues / other volunteers!”

“Great workshop, a lot of fun.”

Advice and Suggestions for future seminars/training programmes:

“Very good balance of interactive activities & presentations.”

Future training needs/request:

“More time to discuss issues.”

“Any available”
DAY FOUR
Recruitment Fayre
*Methil Community Learning Centre, Bowling Green Street, Methil, Leven KY8 3DH*

40 people attended this open day.

Stall holders included: Barnados

1. Capability Scotland
2. Clear Buckhaven
3. Enable
4. Fife Centre for Equalities
5. Fife IPS
6. Newcross Healthcare
7. Police Scotland
8. Rewards Training Recruitment Consultancy
9. RNIB

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**Did you find today's event helpful?**

- [ ] Yes
- [ ] Very
- [ ] So-So
- [ ] No

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**How did you hear about today's event?**

- [ ] Online
- [ ] Job Club
- [ ] FCE
- [ ] Facebook
- [ ] Email
- [ ] Colleague
- [ ] Clear Buckhaven's Window

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**Which part of Fife do you live in?**
Suggestions on what FCE could have done to make this event better:

“More networking”

“More stalls - focus on job placement”

“More advertisements/publicity”

“Advertising in local press earlier”

“Contacting councilors more often”

“More attendees”
DAY FIVE
Planning in Action
County Buildings Cupar, St Catherine Street, Cupar KY15 4TA

Programme
1200  Lunch / Welcome
1230  Introductions
      Need not number - Using Equality and Human Rights
1245  Activity 1: Table Discussions - Place Standard: How good is NE Fife?
1334  Guest talk by Member of Scottish Youth Parliament
1400  Comfort Break
1415  Group Feedback
1430  Next Steps: Planning for Action
      EPN – Get Involved!

Participants and evaluation

19 people attended this workshop representing the following organisations:
  • Scottish Youth Parliament
  • Fife Council CLD
  • Fife Centre for Equalities
  • Cupar Youth Café
  • A.B.E
  • Dundee Community Council
  • Bell Baxter High School

All participants (100%) found the event helpful, with the most useful aspects being
“having a chance to think about my local area”; “range of group discussions”, “being
able to voice my opinions” and “understanding more about my community”.
Suggestions to make the event better included having “more time for unstructured
discussion”, “the event held at different locations in Fife”, and “bring more participants
focused around 1 specific theme”.

Comments / Quotes:

“Is it happening the same time next week?”

“Everything was useful, extremely interesting and informative session – I liked getting
stuck in the discussions but needed more time, a longer session”

“Was really good to be here and see how to use the Place Standard with groups, I liked
the way it’s more interactive”
DAY SIX

Family Health and Wellbeing Fun Day

*High Valleyfield Social Club, 4 Kinloss Court, Valleyfield, Dunfermline KY12 8RT*

A few hours of family fun with the Community Café, The Canary Canteen, providing the catering.

- Promoting the values of volunteering
- Information on health and Wellbeing
- Games for families to play together
- Enjoying the food served from the canteen
- Nutrition information
- Healthy Recipes on a budget
- Games for the family to play together

Partners

- Fife Voluntary Action
- Fife Council
- Dyslexia Fife

Comments

- “Nice to see the kids off their phones”
- “Can I volunteer for the Café?”
- “Enjoyed playing”
- “We need to get more people along and joining in”
- “The Canteen is great, I will be bringing the kids here through the holidays”
DAY SEVEN
Diversity Gala
_Dunfermline High Street, Dunfermline KY12 7DL_

Ten organisations involved (including stall holders):
1. Fife Centre for Equalities
2. Dunfermline Delivers
3. Police Scotland Youth Volunteering
4. Fife Interfaith Group
5. NHS Fife Sexual Health Team
6. Terence Higgins Trust
7. Children with Support Needs in Pre-school
8. Leven & District Pipe Band
9. 86th Scouts
10. Substation

Seven Performances:
1. Leven & district Pipe Band
2. Resonate Drumming
3. Fife Interfaith Group
4. Seeds of Thoughts
5. Nick Shane
6. A92 Scooter Club
7. DJ Scuba

Special Guests:
- Judy Hamilton, Convener - Community & Housing Services Committee
- Winners of the Equality Cat competition and their proud parents
Comments / Quotes

“Good location”

“Good access to info booths”

“Great to see/hear live music and events on high street”

“Especially liked Nick”

“Great food/atmosphere”

“Shame about the weather”

“Would be better on a Saturday”

“Everyone very friendly and engaging”

“Great job, keep it up”
Thank you!